

Gunkul Engineering Public Co., Ltd. and GUNKUL's Group			
	Human Rights Policy	Doc. No.	POL-BOD_66-011
		Effective Date	27 FEB 2023
	Approved by the Resolution of the Board of Directors Meeting No. 2/2023 dated 27 February 2023	No.	5.0
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Objective

Gunkul Engineering Public Company Limited and GUNKUL's Group believes that the important factors that enable the Company to success and drive sustainable business growth are conducting business with integrity and adhering to responsibility towards all groups of stakeholders. Therefore, the Company has established this policy to encourage the directors, executives, employees, and stakeholders to acknowledge and strictly comply with in consistent with law and human rights principles, to ensure that the Company's business operation is free from human rights violation on the basis of awareness of value and equality.

Related Parties

1. The Good Corporate Governance and Sustainability Development Committee and/or the committee appointed to be responsible for overseeing this policy to ensure that it is correctly implemented.
2. The Board of Directors, executives and employees at all level have duties to support, promote, disclose/communicate and act in accordance with this policy with awareness of the importance and respect for human rights in all aspects.
3. The Company's business partners, joint ventures, and other relevant persons must be involved in supporting and implementing this policy.

Definitions

Any statements or words used in this policy shall have the following meanings:

“Human Rights” The fundamental rights that all human beings shall be entitled to and protected not to be discriminated based on the differences of physical, mental, race, nationality, religion, gender, language, age, skin color, education, social status, culture, customs, or any other matter according to the laws of each country and treaties in which each country has obligations to abide by. Including the right to life and liberty freeing from human trafficking, harassment, forced labor and child labor, the freedom to express opinions, the right to work and equal pay, and other rights such as protection of personal data, health and safety, etc.

“Discrimination” Unequal treatment and care towards individuals by increasing the load or does not provide equal benefits instead of treating people fairly on the basis that each individual deserves. Discrimination may include harassment.

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Principles

1. The Board of Directors, executives, and all employees must recognize the importance and respect human rights in every aspect of every person. As well as, society and communities according to the laws of each country and treaties in which each country has obligations to abide by, including;
 - 1.1 The equal treatment of all human rights without discrimination.
 - 1.2 Promoting human rights and avoiding acts that violate human rights.
 - 1.3 The Company aims for those involved in business operations throughout the business value chain, which include suppliers, contractors, joint ventures, employees, society and environment, to respect human rights and conduct business in accordance with the principles specified in Business Ethics policy and Supplier Code of Conduct; as well as, demonstrating a commitment to identify issues, prevent, mitigate and responsible for human rights impacts in the event that human rights violations occur.
 - 1.4 Be a good neighbor and a reliable partner for the local community in each project operation area by supporting and participating in various projects for community development, as well as, creating a better quality of life and well-being for local communities sustainably.
2. Human Rights Practices
 - 2.1 To support, promote, respect human rights, and treat each other equally without discrimination based on the differences of physical, mental, race, nationality, religion, sex, language, age, skin color, education, social status, culture, customs or any other matters by covering all groups of stakeholders.
 - 2.2 To comply with the law, international and local regulations related to the use of labor without the use of forced labor in any form, whether the workforce is under the legal age. Illegal labor, prison labor, indentured labor, debt bondage, military labor, slave labor, and all forms of human trafficking.
 - 2.3 To provide employment processes and conditions. The recruitment of personnel must be conducted fairly and equally, and various welfare benefits shall be provided to personnel as required by law, as well as, promoting the development of personnel in terms of knowledge, ability and potential, including instilling good attitudes, morality, ethics and teamwork.
 - 2.4 To create a good and hygienic working environment to encourage employees to work efficiently, providing measures and guidelines to prevent accidents and strengthen employees to have a sense of safety.
 - 2.5 To set up a risk assessment of suppliers and contractors to prioritize risks that may affect the Company's operations, as well as, determining measures to closely monitor wrongdoing.
 - 2.6 To strictly place importance on maintaining the privacy of stakeholders/ related parties by making a privacy notice and develop a data management system for maximum efficiency.

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- 2.7 To determine goals and objectives for human rights operations, including work plans and strategies. To follow up and review operations, as well as, encouraging a continuous development and improvement to be able to achieve the set goals.
- 2.8 To communicate, disseminate, educate, understand, formulate guidelines and provide other support to those who involved in conducting business throughout the business value chain to participate in conducting business with integrity, respect human rights and treat everyone according to human rights principles in accordance with this policy.
- 2.9 To oversee respect for human rights without neglect or ignore any actions that are considered a violation of human rights relating to the organization, and must report to the supervisor or responsible person and cooperate in the investigation of various facts.
- 2.10 To provide channels for reporting human rights violations related to the Company, including providing fairness and protection to complainants or those who cooperate in reporting human rights violations as specified by the Company through the following channels:
- 1) Submit via the Audit Committee's e-mail : audit_committee@gunkul.com
 - 2) Submit via the Company's website : www.gunkul.com, at "Complaint channel"
 - 3) Submit via sealed postage to :
Chairman of the Audit Committee
Gunkul Engineering PCL
1177 Pearl Bangkok Building, 8th Floor, Phaholyothin Road,
Phayathai District, Bangkok 10400
 - 4) Submit via "Whistle Blowing and Complaints Box"
(Set in the Company: Can be opened by the Secretary to the Audit Committee)
- This policy stipulates that any complaints received by the Company will be seriously investigated and considered, and keep as confidential. If the allegations are confirmed, the Company will seek appropriate and fair remedies for victims of human rights violations. While those who violate human rights will be considered as unethical person and subject to disciplinary action according to the Company's regulations or the Company will take legal action.
- 2.11 To continuously develop and implement the Human Rights Due Diligence Process in order to identify risk issues, assess risks and impacts of human rights violations, and determine affected groups or individuals throughout the business value chain, in order to plan and determine solutions and prevention of human rights violations and follow up. Appropriate remedies and mitigation processes shall be provided in case of human rights violations from business operations.
- 2.12 To review the Human Rights policy at least once a year to ensure that it is consistent with the Company's business conditions at present, and commit to creating and maintaining an

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organizational culture that adheres to respect for human rights in accordance with this Human Rights policy.

Form

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Revision Record

Document No.	Issue No. /Revision No.	Date	Revised Part	Reason of Revision	Date of Cancellation
OMD 2563/13	1.0	2 MAR 2020	Rewritten	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	1 MAR 2021
POL-BOD 64-021	2.0	1 MAR 2021	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	12 NOV 2021
POL-BOD 64-039	3.0	12 NOV 2021	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	8 FEB 2022

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Document No.	Issue No. /Revision No.	Date	Revised Part	Reason of Revision	Date of Cancellation
POL-BOD 65-007	4.0	8 FEB 2022	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	27 FEB 2023
POL-BOD 66-011	5.0	27 FEB 2023	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	-